

Salary Scale (Starting)

| Profile | Clerical | Level A | Level B | Level C | Level D |
|---------|----------------------------|---------|---------|---------|---------|
| 1 | Front Desk/Reception | 16.00 | 16.50 | 17.00 | 18.00 |
| 2 | Front Desk/Reception/Tutor | N/A | 17.00 | 17.50 | 18.00 |

Level A: Less than two-year relevant experience; no college

Level B: Minimum two-year relevant experience; some college; active hairdresser/cosmetology license

Level C: Minimum four-year relevant experience; Associate degree; active hairdresser/cosmetology license; one-year instructional experience

Level D: Minimum 5+ years relevant experience; Associate degree or higher; active hairdresser/cosmetology license; 2+ years instructional experience

| Profile | Administration | Level A | Level B | Level C | Level D |
|---------|------------------------------|---------|---------|---------|---------|
| 1 | Representative/Coach | 16.00 | 17.00 | 18.00 | 20.00 |
| 2 | Assistant/Associate Director | N/A | 19.00 | 23.00 | 25.00 |

Level A: Less than two-year relevant experience; no college

Level B: Minimum two-year relevant experience; some college; minimum one-year managerial responsibilities

Level C: Minimum four-year relevant experience; Associate degree or higher; minimum two-years managerial responsibilities

Level D: Minimum 5+ year's relevant experience; Bachelor degree or higher; 3+ years increasing managerial responsibilities

| Profile | Instructional | Level A | Level B | Level C | Level D |
|---------|-----------------------|---------|---------|---------|---------|
| 1 | Substitute (Per Diem) | 16.00 | 16.50 | 17.00 | 17.50 |
| 2 | Educator | 17.00 | 18.00 | 19.00 | 20.00 |
| 3 | Curriculum Specialist | 18.00 | 19.00 | 20.00 | 20.00 |
| 4 | Lead Educator | N/A | N/A | 20.00 | 22.00 |

Level A: Minimum two-year relevant experience; active hairdresser/cosmetology license for minimum of three years

Level B: Minimum four-year relevant experience; active hairdresser/cosmetology license for minimum of three years and/or one-year instructional experience

Level C: Minimum 5+ year's relevant experience; active hairdresser/cosmetology license; 3+ years instructional experience

Level D: Minimum 7+ year's relevant experience; active hairdresser/cosmetology license; 4+ years instructional experience and/or managerial experience

| Profile | Management (Hourly/Salaried) | Level A | Level B | Level C | Level D |
|---------|---------------------------------|---------|---------|---------|---------|
| 1 | Assistant Director of Education | 24.00 | 25.00 | 27.00 | 29.00 |
| 2 | Director [Administration] | N/A | 25.00 | 27.00 | 30.00 |
| 3 | Director of Education | N/A | N/A | 32.00 | 34.00 |
| 4 | Dean or other Senior Level | N/A | N/A | 33.00 | 36.00 |

Level A: Minimum 5+ year's relevant experience; active hairdresser/cosmetology license; 3+ years instructional experience

Level B: Minimum 5+ year's relevant experience; active hairdresser/cosmetology license (education); associate degree or higher (non-education); 5+ years instructional experience or 3+ years increasing managerial responsibilities

Level C: Minimum 7+ year's relevant experience; active hairdresser/cosmetology license (education); Bachelor degree or higher (non-education); 7+ years instructional experience or 5+ years increasing managerial responsibilities

Level D: Minimum 10+ year's relevant experience; Bachelor degree or higher; 9+ years instructional experience or 7+ years increasing managerial responsibilities